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Northern Region News



January 4, 1994

A Newsletter For Employees and Retirees

Issue 1

Going Out in a Blaze of Glory

Region One employee Bill Carr, who is retiring from the Forest Service January 7, has received the Department of Agriculture's highest award, the USDA Honor Award for Distinguished Service. This prestigious award is presented annually by the Department for outstanding accomplishments in the area of management effectiveness and improvements. Bill received the award from Secretary Mike Espy in Washington D.C. for his leadership and vision in the development and testing of the hand-held laser tree measurement and field survey instrument.

In 1987, Bill was contacted by Laser Technology, Inc. to advise them in developing a laser instrument to measure trees. It began as an instrument just to measure trees, heights and diameters, but evolved into an instrument having much more versatility. By integrating state-of-the-art laser ranging, vertical angle encoder, and electronic fluxgate compass technology with a comprehensive user-friendly software package, it now provides measurement solutions to a wide variety of forestry and engineering applications.

Some of the specific applications this instrument may be used for are: determining tree heights and diameters; locating a specific height or diameter; determining which trees are in a timber cruise plot; determining slope and horizontal distance; slope in degrees and percent; azimuth; and coordinate location of targets. It also can perform the necessary navigation function to travel directly or indirectly to a destination. It has a serial connector, which provides an interface with hand-held field computers or personal computers for transferring collected data and completing more complex computations.

A unique feature of this instrument is its ability in the forest environment to literally "peak" through brush, limbs or foliage to acquire accurate and reliable readings.

Bill not only provided a key role in the development of the instrument, but he conducted the initial testing and provided the leadership in the subsequent expanded testing throughout the Forest Service. He also prepared the training materials and introduced it into field projects in various parts of the country. In the past two years the Forest Service has put over 200 of these instruments to use on field projects. And as a result of Bill's published articles describing this instrument and its use, it is now

in service in several foreign countries.

This instrument, the LTI-Criterion 400, has been used for cruising, stand exams, forest growth plots, harvest unit traverses, boundary line location, locating permanent growth plots for re-measurement, for obtaining traverse and profile information needed for road design and construction staking, running profiles for skyline logging systems, laying in water developments for range improvement work, and field measurements needed

for the development of recreation site plans, administrative site plans, and clearings for visual corridors along scenic travel ways and several other projects.

The merits of the laser survey instrument are that it replaces a large number of conventional survey instruments, reduces field time, and increases the accuracy of field measurements. The potential saving to the Forest Service is conservatively figured at \$2 million per year. Use of this instrument has the capability to reduce inventory/survey costs by over 50 percent while improving accuracy over current methods.

The development and field application of the laser instrument is the direct result of Bill's personal commitment and time. Had it not been for his persistence in pursuing the development of this technology for forestry and engineering field application, the technology would have been delayed for several years.

by Don Foth, Assistant Director, Sales
Timber, Cooperative Forestry & Pest Control
Regional Office



L to R - Bill Carr receiving his award from
Secretary of Agriculture Mike Espy

The LTI-Criterion 400, has been adapted for other high-tech applications. It was aboard the winning yacht, America3, in the '92 America's Cup yacht race and a slightly modified version was purchased by NASA for use in space aboard the shuttle Endeavor. It has also been modified into a laser speed gun which is replacing hand-held radar speed guns in most states and in foreign countries.



AWARDS

National Eyes on Wildlife

Sue Reel, wildlife interpretive specialist with the Lolo National Forest, was one of nine national winners of the 1993 National Eyes on Wildlife Achievement award. The announcement was made November 10 at the Second National Watchable Wildlife Conference, held in Corpus Christi, Texas.

Sue's Eyes on Wildlife program for the Lolo is a product of five years of hard work. Her most recent accomplishments include the Rock Creek Riparian Interpretive Trail, an accessible trail featuring 10 signs describing the wonders of the riparian ecosystem. She coordinated the development of a neotropical migratory bird traveling kit and a viewing area focusing on migratory birds. A field guide to reptiles and amphibians illustrates her continued efforts to promote understanding and conservation of lesser known species.

To help schools meet environmental education needs, Sue developed a speakers bureau to provide presentations. In cooperation with a local public radio station, she helped establish a weekly wildlife program. Sue's ability to communicate her wildlife knowledge to the public has not only brought in partners and more than \$100,000 in cooperative grants, she has made watchable wildlife a watchword in the Missoula community.

*by Deborah Richie, Interpretive Specialist
Regional Office*

American Rivers

Salmon River District Ranger Bob Abbott of the Nez Perce National Forest is the recipient of a Distinction in Public Service Award presented by the American Rivers Association, the world's leading organization dedicated to the conservation of rivers.

Abbott was recognized for his years of service in the protection and enhancement of the Salmon River in Idaho. "Bob's love for the Salmon River country and his river management skills are a tremendous asset to the American public and to the Nez Perce National Forest, stated Forest Supervisor Mike

King. "This recognition by the American Rivers is a tribute to his important contributions to this world class river. We congratulate him," King added.

The award was presented at the Future of American Rivers conference held November 4-6, 1993, in Washington, D.C. Land managers from all U.S. public land management agencies, in addition to representatives from other countries, attended the international conference. Vice President Al Gore was the keynote speaker.

*by Menn Pollworth, Information Receptionist
Nez Perce National Forest*

Regional Director's Award

The Director's Award for outstanding contributions in the Minerals and Geology program had co-recipients this year: Richard Stearns, forest geologist, Kootenai National Forest; and Michael Burnside, RO locatable minerals program manager.

The award is in recognition of outstanding skills and leadership demonstrated by Richard and Mike in working with diverse agencies, industry, and the public in furthering mineral and geology program goals and policies, with special recognition for work on the Montanore Project.

The Montanore Project is one of the largest and most complex mining proposals in this Region and perhaps in the Nation. It involves a 20,000 ton-per-day silver and copper mine located under the Cabinet Mountains Wilderness in endangered grizzly bear habitat. It also is the subject of intense administrative and litigable review. Richard's and Mike's dedication and leadership were essential in the difficult tasks of negotiating and preparing this Region's most legally and technically complex mining claim validity report, valid existing rights decision, and administrative record. It would not have been accomplished without their personal involvement.

*by Barb Beckes, LM Program Coordinator
Regional Office*

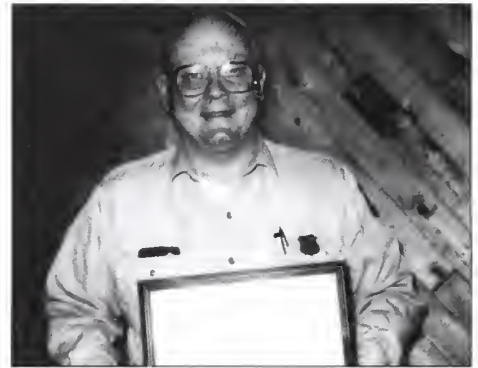
Engineer of the Year

On December 20, 1993, Director of Engineering Beryl Johnston announced the Region One winners of the Engineer of the Year award: Engineering Technician - Marjorie Lubinski, Lolo National Forest;

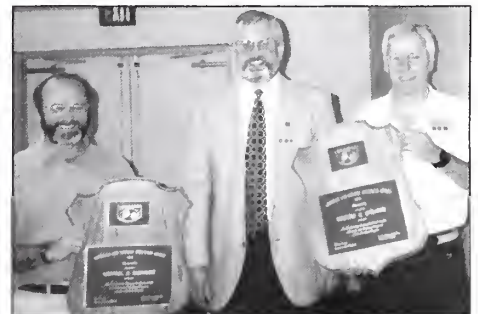
Technical Engineer - Dale Hawley, Kootenai National Forest; Managerial Engineer - Robert Kaufman, Lolo National Forest.



Sue Reel



Bud Abbot



L to R - Mike Burnside, Chuck Wassinger and Richard Stearns



L to R - Beryl Johnston, Marjorie Lubinski, and Dale Hawley

AWARDS

Chief's Award

The Chief's 1993 Rural Community Assistance Award For Action went to the Bitterroot Valley Chamber of Commerce. The award was presented by Deputy Regional Forester Chris Risbrudt at the Chamber's annual banquet in Hamilton, Montana, on November 19.

As one of seven national award recipients, the Bitterroot Economic Development Steering Committee was recognized for their "outstanding work in rural communities." Members of the committee have been instrumental in bringing over \$130,000 in grants to the communities in Ravalli County during the past few years.

Members of the Economic Development Steering Committee and recipients of the award are:

Jim Freeman - president, Bitterroot RC&D; and representative, Grassroots for Multiple Use

Kit Sutherland - executive coordinator, Bitterroot RC&D

Steve Powell - chairman, Ravalli County Commissioners

Don Williamson - Hamilton city administrator

Emil Erhardt - outgoing Chamber president; president, Citizen's State Bank.

Pam Jackson - executive director, Chamber of Commerce

Nan Christianson - staff officer for Rural Development, Bitterroot National Forest.

*by Nan Christianson,
Staff Officer, Rural Development
Bitterroot National Forest*

Chief's Award

Champion International Corporation received the Chief's annual national Cost Share Cooperator Award. Regional Forester Dave Jolly presented the award at the Regional Forester's staff meeting December 20. Jim Poling and Ed Hanson, property and tax managers for Champion International, accepted the award on behalf of the corporation.

The award was given in recognition of Champion's many years of active and positive involvement in the Road Right-of-Way Construction and Use (Cost Share) program, involving intermingled National Forest System - Champion lands. The award is also in recognition of Champion's willingness to work with the Forest Service in formalizing trail rights-of-way across Champion lands, Jolly explained.

In a combined cooperative effort,

Jolly stated, Champion and the Forest Service established a process for granting and acquiring trail rights-of-way and identifying trail maintenance needs and problem areas. Through this effort, the Forest Service will acquire recordable easements over approximately 25 miles of trails across Champion lands within the Kootenai and Lolo National Forests.

Vernon Valach Memorial Award

The Vernon Valach Memorial Award was presented to Pat Partyka, a forestry technician on the Lolo National Forest's Plains Ranger District, naming her the Lolo's outstanding technician for 1993. The award was established by the Valach family in 1983, and is awarded each year to the forest's outstanding technician. Vern Valach was a forestry technician working on the Superior Ranger District when he was killed in an automobile accident.

Pat's nomination is a reflection of her dedication to "Caring for the Land and Serving People" as the crew supervisor for the sale preparation crew on the Plains/Thompson Falls Ranger District. Under Pat's leadership, the sale preparation crew is known for their quality, quantity and efficient work.

*by Cheryl Vanderburg, Public Affairs Specialist
Lolo National Forest*

Regional Forester's Award

John Righter and George Curtis, Kootenai National Forest employees, recently received Regional Forester's Honor Awards. John, Three Rivers district ranger, received his award for "management effectiveness and improvements in personnel and resource leadership." In presenting the award, planning staff officer Jim Shadle noted that in these times of uncertainty and upheaval, John has been extremely effective in charting the district's course and leading his people in protecting and managing the district's resources.

George Curtis, fire management officer for the Rexford Ranger District, was recognized for "many years of outstanding leadership in the fire and fuels management program."

*Jean Spooner, Public Affairs Specialist
Kootenai National Forest*

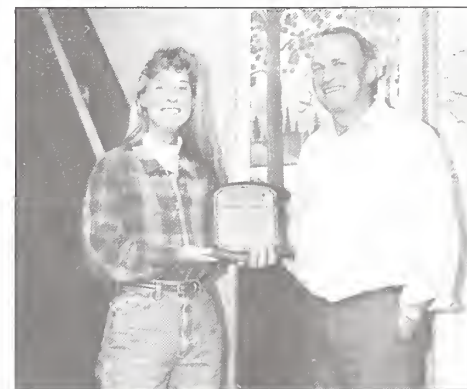
Missoula County Award

Fern Hart, Missoula County commissioner, presented Seeley District Ranger Anne Zimmermann with an award for Anne's participation and leadership in the Seeley-Swan Diversity Action Plan. The plan is a cooperative effort between several different counties, the Lolo and Flathead National Forests, and local communities to develop future diverse economic opportunities that are compatible with the Swan-Clearwater Valleys.

*Cheryl Vanderburg, Public Affairs Specialist
Lolo National Forest*



*L to R - Jim Poling and Ed Hanson from
Champion International*



L to R - Pat Partyka and Bob Meuchel



*L to R - Anne Zimmermann, Fern Hart and
Lolo Forest Supervisor Orville Daniels*

Dealing with Abandoned Mines

Abandoned mines on National Forest lands can present real environmental problems. An abandoned mine survey was recently completed in the Deerlodge National Forest, which identified over 600 sites related to past mining activity. Of these, over 100 are considered to pose environmental problems or human safety hazards. One particular mine in the Forest became an immediate problem this past year.



Dramatic evidence of failure of Forest Rose Gold Mine tailings dam

The Forest Rose Mine on Dunkleberg Creek, about 12 miles southeast of Drummond, includes a mine waste dump and a series of three mill tailings impoundments placed directly in the creek bottom. All of these facilities, with the exception of the lowest dam and a portion of the mill tailings, are located on private, patented mining claims. The tailings are primarily the result of lead and zinc mining and milling activity conducted at the Forest Rose and nearby Wasa Mines during World War II.

Heavy rain and snowfall saturated the ground at the base of the lower tailings impoundment, causing a mud slide last spring at the base of the dam. Fortunately the slide did not extend back into the standing water in the impoundment, and most of the slumped material was trapped by downstream vegetation.

Deerlodge Forest, Regional Office and State Water Quality Bureau personnel met at the site early in June to assess the problem and develop a remediation plan. Samples were taken of the tailings to determine if any heavy metal contamination had occurred downstream. Fortunately lead and zinc levels tested relatively low due in large part to the fact that most of the tailings and waste rock are limestone, which prevents acid formation and dissolution of metals. The tailings, being fine and easily transported by the water, posed the main threat to the environment.

After site inspections by RO engineers Roger White and Doug McClelland, a decision was made to lower the water level in the impoundment as a practical, immediate protection measure. After the water was lowered by pumping out the water and spraying it on the nearby forested hillside, a plan was devised to provide longer term stability to the impoundment. Work was carried out under the supervision of Richard Hollamon from the Deerlodge, between September 28 and October 12, during some inclement weather. Richard spent some miserable days overseeing the work while heavy, wet snow was falling.

To alleviate the problem, drain structures were placed into the lower tailings impoundment to capture water on the upstream side and

divert it through a pipe system to the lower stream channel. Shaping and revegetation of the failed portion of the dam face completed the project.

Throughout the project, Deerlodge Abandoned Mines Project coordinator Bob Wintergerst has taken water and sediment samples to monitor downstream effects. Although it is not a permanent solution, this project should provide ample time to arrive at a method to provide lasting protection to the drainage, as the old impoundment held for over 40 years.

*by Dan Avery, Forest Mining Engineer
Deerlodge National Forest*

Roads - To Be or Not To Be

If you take away a road, how do you measure success?

Road obliteration can be achieved in different ways and for different reasons. Those reasons might be to achieve access management, decrease elk vulnerability and/or decrease soil/water resource concerns.

Four miles of roads in Elk City Ranger District timber sale areas were obliterated in August of 1992, and weathered their first, and most vulnerable season successfully.

The spring and summer of 1993 had been "normally" wet rather than droughty as in the recent past and provided a good trial for the experiments in sediment reduction. A range of obliteration techniques from seeding of grasses to dropping woody debris to shallow ripping (for compaction reduction) to total recontouring and covering with slash was reviewed.

Twenty eight people from the Nez Perce and Payette National Forests, Forestry Sciences Laboratory in Moscow, and Idaho Fish and



Landscape reveals both obliterated and non-obliterated road segments

Game toured road obliteration projects on the Elk City Ranger District in early July. The field review by all these eyes reported good restriction of motorized access and very little sediment movement from the obliterated sections.

Discussions by the group touched on many topics—intent of road obliteration, funding sources, stability concerns, database tracking for future work, production rates and costs, and limits of machinery capabilities. It was a good chance to monitor success in meeting objectives and compare notes on techniques, problems and concerns.

*by Meg Kenny, District Hydrologist
Elk City Ranger District, Nez Perce National Forest*

Restoring the Streams

Bringing Back the Natives

- to the Moyie River

The Moyie River may be one of the most important recreational fisheries on the Bonners Ferry Ranger District. Originating in Canada and flowing through northern Idaho to the Kootenai River, the Moyie offers spectacular scenery, whitewater rafting, canoeing, and plenty of National Forest access for anglers.

The upper section of the Moyie River, above Meadow Creek campground, has been identified by fisheries biologists from the Idaho Department of Fish

and Game as unable to support wild fish. For that reason it is stocked annually with rainbow trout. Habitat diversity seems to limit natural fish populations in this section but direct causes of habitat lost cannot be clearly identified.



Crew from Bonners Ferry planting cottonwood and cedar seedlings

and Game as unable to support wild fish. For that reason it is stocked annually with rainbow trout. Habitat diversity seems to limit natural fish populations in this section but direct causes of habitat lost cannot be clearly identified.

One obvious feature of the upper Moyie River is the lack of large woody debris in the river. Large woody debris in the channel can provide hiding cover, depth for over-wintering, and general habitat diversity for fish. It is this fact that inspired district hydrologist Kelly Shanahan and district fish biologist Rob Davies to design a riparian planting project along a riverfront parcel recently acquired by the Forest Service in a land exchange.

The project area is located on the west side of the river north of Bussard Lake where an abandoned homestead exists. The riverfront property was cultivated in the early 1900's and the cedar riparian habitat was replaced by hay and grain fields. Cattle grazing was recently practiced in the project area and there is some bank erosion along this section of river.

The objective of the project is to restore the native cottonwood and cedar along the river to help secure woody debris recruitment for the future and stabilize the banks. Work entailed ground scarification with an excavator to prepare sites for tree planting. Removing the sod at each planting site was necessary to reduce competition from the existing grasses and forbs. In the spring of 1993, the Bonners Ferry crew planted 6,000 black cottonwood seedlings in a 100 foot zone along the river.

This past fall, 900 red cedar seedlings were planted among the cottonwood with the intention of the cottonwood acting as a nurse crop to shade the cedar as they mature. As the root systems develop from these planted trees, erosion of the banks should be reduced. These trees will also contribute large woody debris and increased habitat diversity to the lateral edges of the river as they mature, die and recruit to the river. The direct benefits to the fisheries habitat will take many years to materialize but without initiating the tree planting now, natural regeneration of the native trees would occur very slowly, if at all.

There have been other fish habitat improvements to the upper Moyie in recent years. The largest and most aggressive fish habitat improvement effort was accomplished in the summer of '92 as mitigation for a gas pipeline project

that crossed the Moyie River eight times. Approximately 1 million dollars of in-stream structures were installed throughout the upper Moyie River.

*by Rob Davies, Fisheries Biologist
Bonners Ferry Ranger District, IPNF*

- to the Coeur d'Alene Basin

Fisheries enhancement work throughout the Coeur d'Alene Basin took on many forms from various funding sources last year. The common theme in all activities was to "Bring Back the Natives (BBN)."

As momentum built and partners were developed, a five-year plan was written to enhance fisheries habitat within the Coeur d'Alene River's watershed. Forest Service personnel coordinated with the Bureau of Land Management (BLM), local organizations, and the National Fish and Wildlife Foundation, on the overall ecosystem management approach to the restoration of a healthy fisheries.

As summer arrived, each project hit the ground swimming. Along Rock Creek, a tributary of the South Fork of the Coeur d'Alene River, efforts with the BLM sought to remove barriers to fish migration and plans were set to reconstruct the stream's lower channel.

Swimming on to the upper main stem of the Coeur d'Alene River, work was accomplished with matching monies through the Joe Roope Sr. Memorial Fund and the National Fish and Wildlife Foundation. The project involved placing 40 large segments of woody debris with root wads attached and the same number of boulders along the stream banks. Joe Roope, Jr. and a number of volunteers took part in cabling in the woody debris, while Green Cosmos and D.A.W.—both forest products companies—donated material, equipment and time.

When the turbidity cleared from the year's fisheries habitat enhancement work, what wonders the fish had acquired! In Rock Creek, barriers were removed that opened two miles of stream course and roads were repaired where sediment was washing into the stream. Along Steamboat Creek, 23 pools were constructed, 115 logs as well as many boulders placed in the stream to provide additional fish habitat. Along stream banks, trees and shrubs were planted.

In Indian and Barrymore Creeks, 157 logs were placed and 69 pools were constructed. Used to move the logs and boulders so as to minimize land and water disturbance was a Spyder hoe, earth-moving equipment which "walks" on legs (see November issue of Northern Region News). An additional 27 pools and 81 logs were added to the East Fork Steamboat Creek. On the East and West Forks of Eagle Creek, a tracked backhoe constructed 48 pools and placed 131 cover logs.

With all the newly formed habitat structures, pools, boulders, etc. you would think the job was complete. Not so. Now the monitoring starts. Do those fish really rest under logs? To find out, each location where work was accomplished was recorded according to structure placement, cabling, debris size and configuration, depth of pool, and pool tail crest depth.

For the coming field season, enhancement projects will be funded on Cougar Creek and Picnic Creek. The reduction of trust funds and Challenge cost-share monies now places a greater emphasis towards matching monies with the National Fish and Wildlife Foundation and contributors. These contributions are a necessity for completing such a broad array of fisheries enhancement work. As out-year funding from the Forest Service begins to dwindle, local industry cooperators and volunteer organizations will play a pivotal role towards the recovery of what were once distinctive trout fisheries.

*Edward Lider, Zone Fisheries Biologist Central Zone
Idaho Panhandle National Forests*

Salish History Interpreted at Lee Metcalf Wildlife Refuge

Four years of hard work came to fruition last August for Marcia Pablo Cross, archeologist (trainee) with the Lolo National Forest. The occasion was the dedication of two interpretive signs at the Lee Metcalf National Wildlife Refuge near Stevensville, Montana. Despite unseasonably cold wind and rain, 65 people attended the celebration which recognized the history of the Salish people in the Bitterroot Valley. The area remains important today to the Salish as a significant part of their history, culture and spirituality.

The interpretive project began in 1989 when Margaret Anderson, former Lee Metcalf refuge manager, wanted to update signs erected at the refuge over 20 years ago. Anderson contacted staff at the Lolo National Forest who assigned the project to Marcia Pablo Cross. Marcia, a graduate student in anthropology at the University of Montana, is also a member of the Salish Tribe.

Marcia spent numerous hours (much on her own time) working with members of the Flathead Cultural Committee, and the U.S. Fish and Wildlife Service authoring text,

selecting historic photographs and designing two interpretive signs. The product is an accurate sensitive account of Salish history and culture in the Bitterroot valley.

Featured speakers at the dedication of the signs included Tony Incashola, tribal councilman and assistant director for the Flathead Culture Committee, who read an address for Mickey Pablo, tribal chairman who could not attend. Lolo Forest Supervisor Orville Daniels spoke of the occasion as "an opportunity for those of us who love the land to come together and is one more step in building a better relationship." Representatives from the offices of U.S. Congressman Pat Williams and U.S. Senator Max Baucus were also present, as well as Donna Metcalf, wife of the late U.S. Senator Lee Metcalf.

The two signs located at the south



L to R - Marcia Pablo Cross and Louie Adams, Confederated Salish-Kootenai tribal councilman

entrance to the Lee Metcalf National Wildlife Refuge are a beginning in telling the history of the Salish in the Bitterroot Valley from their perspective. Tony Incashola said it best, that through this project "we grow to understand each other."

by C. Milo McLeod, Forest Archeologist
Lolo National Forest

International Conference on Human Rights Held in Idaho

Imagine for a moment a theater filled with internationally-recognized scholars, single mothers living at poverty levels, artists, doctors, self-proclaimed "hippies," African Americans, Native Americans, political refugees, and high-level government administrators. These people came together for a common cause—the international conference "Empowering Women: Achieving Human Rights in the 21st Century."

The gathering was held in Coeur d'Alene, October 29 through 31. To promote attendance to such a unique and worthwhile session, the Idaho Panhandle National Forests Human Equality Advisory Resource Team (HEART) provided scholarships for 10 employees. One IPNF employee described the motto of the conference as best summarized in a quote from Betty Bumpers: "It's not because we think better than men, but we think differently. It's not women against men, but women and men. It's not that the world would have been better if women had run it, but that the world will be better when we as women, who bring our own perspective, share in running it."

The history of the conference goes back to the developments of "glasnost" and "perestroika" in 1987. At that time a group of

international scholars met in Moscow, Russia, to discuss the possibilities of frank dialogues on the future of human rights. In 1988 specific proposals for an annual human rights conference were submitted to the American Council of Learned Societies and the International Research and Exchanges Board. In 1989 the first conference brought Russian and American scholars together at the University of California at Berkeley.

After 2-1/2 years of preparation, the 1993 conference was held at North Idaho College and the Coeur d'Alene Resort. Close to 1,000 women and men from 26 states and every continent on the globe gathered to share, listen, talk, cry, laugh, and learn.

The conference was broken out into concurrent sessions on various subject, each of the many speakers had very powerful messages. Among the speakers were: Dr. Riane Eisler, author of "The Chalice and the Blade: Our History, Our Future," hailed by a Princeton anthropologist as "the most important book since Darwin's 'Origin of Species'; Pakistani underground political activist, Abida Khanum, who was ejected from her country for promoting use of birth control and family planning; author Eleanor Byers who wrote "If I Had My Life to Live Over, I Would Pick More

Daisies" and "When I Am an Old Woman, I Shall Wear Purple"; Idaho State Representative Janet Jenkins; Congressman Larry LaRocco; Wyoming Lt. Governor and Secretary of State Kathy Karpan; Director of the Bureau of Indian Affairs Ada Deer; Judge Ida Leggett - first and only black woman judge in Idaho, appointed in 1992; Idaho State Treasurer Lydia Justice Edwards; Arvonne Fraser, appointed by President Clinton to chair the U.S. delegation for the United Nations Commission on the Status of Women.

During the conference, the Public Broadcasting System filmed interviews with many of the conference Steering Committee members and guest speakers. They will televise six one-hour segments on the conference beginning in January. The IPNF HEART group will tape the shows and keep them in the HEART film library.

In 1994 a working conference will be held in Tacoma, Washington, to help in planning the United Nations Conference on Women to be held in Beijing.

by Maridel Merritt,
Federal Women's Program Manager
Idaho Panhandle National Forests

Update: African American Strategy Group

African American employees in the Northern Region are few in number, but are an expanding and dedicated group committed to both excellence in their careers, and to fostering success among fellow employees.

In November 1992, a National African American Strategy Group (AASG) was established by former Chief Dale Robertson. This group has the goal of actively assisting the Forest Service in meeting its workforce diversity goals as they relate to African Americans. Its mission is to assist the agency in achieving representation of African Americans in all facets of our agency mission, and at all levels of the Forest Service. By working toward this goal, we gain assurance that the thoughts, values, experiences and needs of African Americans, as is necessary for all Americans, become interwoven and interconnected with the execution of the delivery of all Forest Service programs and services.

The AASG has a representative from each Region who serves as a communication link with all African American employees, and with line and staff officers in their respective Region. Marcus Bowen, special agent for the Lolo National Forest, is the Northern Region representative and chair of the Northern Region African American Strategy Group. The R-I group serves in an advocacy role with the Regional Forester and with other staffs in addressing those issues facing African American workforce across the Region. Issues include recruitment, retention, career development and training, temporary employment, and issues associated with community acceptance and harassment. We are committed to working in partnership with those responsible for the quality and diversity of our workforce—which includes all employees to some degree.

Other goals of the strategy group are to share information and build awareness of regional and national activities and issues. We are also involved in other community special emphasis groups such as a partnership with the University of Montana Black Student Union and the Missoula African American Women's Support Group. Both of these groups are very important to the people seeking a place to discuss local and national issues facing people of color, to obtain information on community resources and on accessing services and housing. Most importantly, these groups provide an atmosphere of acceptance where participants can share their common experiences.

Future activities and accomplishments will be shared through the Northern Region News. If you would like additional information about the Northern Region African American Strategy Group, please contact Marcus Bowen, (406) 329-1025.

*by Marcus Bowen, Criminal Investigator
and Yolanda Harris, Contract Specialist Trainee
Lolo National Forest*

a note from Dave

It will take a few months to become acquainted with the management style and direction of our new Chief, Jack Ward Thomas. Some things are already clear. He is direct and open, which is how he wants employees to operate in dealing with him. He stated his self esteem is not fragile and does not require care and feeding by staff. He wants thorough discussion of issues and does not want people to feel any restraint or hesitancy in speaking their minds.

The message Chief Thomas issued during his first days on the job was one that emphasized his forthright attitude about the work of the Forest Service. Employees will obey the law and will tell the truth, he said. He committed the agency to implement ecosystem management and to develop and apply needed research that will carry the organization into the 21st century. His final point was he wants us to trust and make full use of our expert workforce.

Jack wants close collaboration between disciplines to reach solutions to management issues. Maintaining and improving our working relationships with other agencies is a key element in developing workable management plans for the resources under our stewardship. No doubt we'll continue to follow the usual lines of communication both within and outside the Forest Service, but I suspect that Jack will broaden that network. He has extensive knowledge and working relationships within the scientific community and will undoubtedly tap into those sources for useful information. In charge of the Forest Ecosystem Management Assessment Team, Jack worked directly for President Clinton. In that capacity, he had an opportunity to network with individuals and organizations beyond our normal agency contacts. Expanding our contacts will no doubt enhance our credibility within the national and international community of natural and cultural resource managers.



David F. Jolly
Regional Forester



Continuing Education in Ecosystem Management

An Interdisciplinary Approach

Past and present continuing education available to mid-career professionals has had a strong functional tie. It has successfully provided many employees with an educational background to assist them in managing individual resource challenges in the national forests.

With the evolution of the management philosophy embodied in the themes of ecosystem management, a more integrated interdisciplinary continuing education program is being developed to help prepare natural resource professionals for integrated analysis and management of ecosystems in the Northern Rocky Mountain forests and grasslands. The organization and format of the program is being designed to provide flexibility in times of decreasing budgets, while providing a common educational reference point for professionals that will be working in an interdisciplinary climate of ecosystem management in the future. The premise of the program is that as our natural resource professionals learn together and work together, we will make better decisions together.

Current cooperators in this continuing education effort are: Forest Service, Bureau of Land Management, Bureau of Indian Affairs, U.S. Fish and Wildlife Service, Idaho Department of Lands, Montana Department of State Lands, Montana Department of Fish, Wildlife and Parks, Potlatch Corporation, University of Idaho, Montana State University, Washington State University, and the University of Montana.

This integrated continuing education program in ecosystem management (CEEM) will be offered in the fall of 1994. It will be available to the various land management and wildlife agencies in the geographic area in addition to members of the general public. CEEM modules will be grouped into one of four types: 1. Basic Ecological, Evolutionary Concepts, 2. Ecosystem Dynamics, 3. Integrated Ecosystem Inventory and Analysis, and 4. Ecosystem Management Implementation. The length of each module will be one to three weeks, depending on the topic.

A set of four core courses will be taken as an interdisciplinary base during two successive years, with additional "required courses" available to satisfy various in-service program objectives such as the silviculturist certification program, the capstone paper in the fisheries, wildlife and rare plant continuing education program, or the range management continuing education program.

Included in the program will be course material directed at program and policy issues like: legal mandates, resource policy, economics, and other aspects of the human dimension. The capstone core course for CEEM will address application of ecosystem management principles at multiple scales, and will follow a set of prerequisite courses that would be foundations or building blocks. In addition, approximately 20 new or revised existing specialized modules will be offered and could be taken to supplement an individual's educational background, or as an update to the continuing education process.

The majority of the modules of CEEM will be offered over

the next several years at various host universities in the Northern Rocky Mountain area. A brochure and registration materials for this program will be available in the very near future.

Barry Bollenbacher, Silviculturist, Regional Office

Fred Samson, Wildlife Ecologist, Regional Office

Kevin O'Hara, Silviculture Professor, University of Montana

Encouraging Private Forest Landowner Stewardship

With an increasing United States population and many and varied demands placed on forests, private landowners must have the knowledge and means to be the best managers and stewards of their forests.

The first-ever national stewardship conference, to be held April 26-29, 1994, will bring together 200 of the best stewards of forest land from all over the country. Two private landowners will be selected by each State forester to represent their State. Sponsors of the conference, including the Forest Service's Cooperative Forestry staff, hope to turn attendees into ambassadors, carrying the stewardship message back to their States, communities, and neighbors. Each Region of the Forest Service will be sending one representative.

Although the Forest Service and National Association of State Foresters are sponsors, landowners are major planners and designers of the conference. One member of the conference committee from the R-1 area is Everett Hagen, who resides near Dearly, Idaho.

The conference planners have chosen as the main theme "Forest Stewardship: Living a Legacy and Passing It On." The conference will stress the global value and importance of landowners' individual accomplishments. Workshops will help attendees identify ways to multiply their efforts with others, and increase general awareness of the tremendous environmental and social value of their efforts.

With the expected success of this first effort, planners and sponsors hope more conferences will follow, multiplying the efforts of these first few, bringing added enthusiasm to stewarding and sustaining our Nation's private forests for the benefit of all.

A handy new pamphlet has just been published by the



Guide to Ultimate Wildlife Watching." Tips on watching and photographing wildlife encourage wildlife viewing etiquette. The pamphlet also serves as a companion to the Montana and Idaho wildlife viewing guidebooks. All R-1 national forests have copies for distribution.

Cooperators in the publication include the Montana Department of Fish, Wildlife & Parks, and the Montana State Parks & Wildlife Interpretive Association. For more information, contact Deborah Richie, watchable wildlife coordinator, at (406) 329-3424.

Youth Camps

For one week every June, about a dozen natural resource professionals serve as instructors at the Inland Empire Natural Resources Youth Camp. Some instructors work for local county extension offices, the Soil Conservation Service or—like myself—the Forest Service. The campers, ages 13-16, come from all over the inland empire and receive a full plate of conservation education and experiences.

The youth camp is sponsored by several professional associations and universities such as the Society of American Foresters, the Society for Range Management, the Soil and Water Conservation Society, Washington State University, the University of Idaho, and the Idaho and Washington Conservation Districts.

Most of the campers attend the Inland Empire camp on scholarships made available through local businesses and individuals. For a lot of the kids, it might be the first time they are away from home or a first time visit to the mountains. As the week progressed, I could see the "light come on" as the philosophies and management techniques we taught started to make sense. In addition to wildland recreation, we taught classes in land use planning, forest management, soil and water conservation, wildlife management, and range management.

If you are interested in helping teach at the youth camp or if you have any questions, contact Greg Hetzler at RO1F04D06A. Instructors are usually selected in April.

*by Greg Hetzler, Resource Forester
Sandpoint Ranger District,
Idaho Panhandle National Forests*

What was six months past, is six months in the future, and could be the summer's high point for over 50 high schoolers and natural resource professionals? It is the Montana Natural Resources Youth Camp (MNRYC) held at Lubrecht Experimental Forest in the Garnet Range northeast of Missoula.

MNRYC is supported by a wide range of organizations, including State and Federal agencies, conservation districts, extension forestry, businesses, civic and interest groups, and professional societies. The Forest Service has been one of the key supporters of the camp since its beginnings in 1986-87. Cindy Lane from the Selway District and Glenn Koepke from the Superior District currently represent the agency on the camp board of directors.

MNRYC offers instruction and field exposure to the subjects of forestry, soils, water, wildlife, range, minerals and geology, recreation management, and even outdoor survival. For fun and variety, the schedule includes a rafting trip down the Blackfoot River, rappelling nearby, field trips, evening campfire programs, organized games and other creative diversions.

The 1994 camp dates are set for July 31-August 6. Applications are due by May 15 to be considered on a first-come, first-served basis. If you know of a family member or friend who would enjoy this experience, keep your eyes and ears open. Promotional materials will be circulated throughout Region 1 this winter and spring. Video and slide-tape presentations are available to be shown upon request for any

groups interested. For more information on the camp, contact Glenn Koepke (406) 822-4233, DG: RO1F16D07A; Cindy Lane (208) 926-4258, DG:RO1F17D07A.

*by Glenn Koepke, Sale Administration Forester
Superior Ranger District, Lolo National Forest*

Grasshopper Control: Forest Service Cooperation at Work

The McKenzie and Medora Ranger Districts of the Custer National Forest have been the site of an interdepartmental demonstration project with the USDA's Animal and Plant Health Inspection Service/Plant Protection and Quarantine (APHIS/PPQ) Division. The APHIS/PPQ crews and Forest Service personnel have worked together to develop new approaches to control grasshopper population.

Since May 1987, the McKenzie Ranger District has served as a base for the rangeland grasshopper research. Working out of a converted Forest Service bunkhouse trailer, personnel have been using cost-effective and environmentally sound methods to arrive at alternatives to using chemical control in pest management.

Research conducted in conjunction with the project has provided the Districts with valuable information, including detailed weather and soil moisture data, production data for native grass species, and location of raptor nests. Research is now being conducted in the District to examine the effects of different grazing systems and range conditions on grasshopper populations.

The project is entering its last year of research in the Little Missouri National Grasslands. In 1995, emphasis will shift to technology transfer, making the current technology available to private, State, and Federal land managers to implement control programs.

*by Phyllis Motsko, Business Management Clerk
McKenzie District, Custer National Forest*

In Memoriam

John G. Collins, 81, of Missoula, died December 21. Collins, originally from Klamath Falls, Oregon, worked for the Deschutes National Forest in Oregon, the U.S. Geological Survey, and the Corps of Engineers before coming to Missoula in 1962 to work for the Regional Office of the Forest Service as a civil engineer. He retired in 1972 after 35 years of Federal service.

Everett J. Steele, 80, of Hamilton, died December 11 in Missoula. Born in Edgely, North Dakota, he worked for the Civilian Conservation Corps in the Flathead and Libby area before joining the Forest Service in aerial cartography.

After service in the Army during World War II, Steele returned to Missoula and his work with the Forest Service. He left Federal employment in 1948 when he joined his father in the family business in Hamilton.

Personnel Update

BITTERROOT NATIONAL FOREST

AWARDS & PROMOTIONS

DAVIS, JOE, forestry technician, Darby RD, cash award
 DECKER, GARY, hydrologist, SO, cash award
 GAUL, ROYLENE, legal assistant, SO, QSI
 IRWIN, DEAN, maintenance worker, West Fork RD, cash award
 KIDD, SANDI, personnel officer, SO, cash award
 LOVEJOY, STUART, supervisory forester, Sula RD, cash award
 MARSH, SHIRLEY, personnel assistant, SO, cash award
 MARVIN, ELEANOR, personnel assistant, SO, cash award
 McCLURE, TOM, range conservationist, Sula RD, cash award
 McKEE, BOB, forestry technician (FMO), Darby RD, belt buckle award
 MILLER, BILL, forestry technician (IH crew supervisor), Darby RD, belt buckle award
 OWENS, REGINA, natural resource recreation manager, Sula RD, cash award
 PRICE, JEANNETTE, program manager, Trapper Creek CCC, temporary promotion, center director, R-6, Curlew CCC
 RASURE, NORA, district ranger, West Fork RD, temporary promotion, wilderness specialist, RO, WRHP
 TERRILL, BILL, forester, Darby RD, temporary promotion, district ranger, West Fork RD

CUSTER NATIONAL FOREST

AWARDS & PROMOTIONS

BELL, PAMELA, purchasing agent, SO, cash award
 BISHOP, NORMAN, lead forestry technician, Medora RD, promotion, supervisory forestry technician
 CONNER, JOHN, forestry technician, Tonto NF, promotion, office automation assistant, SO
 ENDERUD, CHERYL, forestry technician, McKenzie RD, QSI
 GOODWIN, JAMES, range technician, Ashland RD, cash award
 KINDLE, BRYAN, range conservationist, McKenzie RD, QSI
 KNUTSON, JESS, range technician, McKenzie RD, cash award
 LAPOINT, HALCYON, archeologist, SO, cash award
 MATOZEVICH, MICHAEL, supervisory forester, McKenzie RD, cash award
 NEWELL, SUSAN, realty specialist, SO, cash award
 NORDSVEN, ELMER, forestry technician, McKenzie RD, cash award
 RICHARDSON, RODD, forest supervisor, Flathead NF, temporary promotion, acting forest supervisor, Custer NF
 SHULTZ, RITA, computer assistant, SO, cash award

REASSIGNMENTS/TRANSFERS

WALTEE, GLENNA, budget analyst, WO, reassignment, administrative officer, SO

DEERLODGE NATIONAL FOREST

AWARDS & PROMOTIONS

DODGE, JOCELYN, forester, Butte RD, special act award
 EWING, MARGARET, forester administrator, Butte RD, performance award
 GILMAN, ROBERT, forester administrator, Deerlodge RD, performance award
 GIBSON, RONALD, range technician, Butte RD, special act award
 HEINTZ, THOMAS, forester administrator, Philipsburg RD, performance award
 HOEHNE, RONA, resource assistant, Philipsburg, RD, QSI
 LUNCEFORD, CECILIA, support service specialist, Deer Lodge RD, QSI
 SCHUELKE, BRUCE, forester, Butte RD, special act award
 SCOTT, SHAWN, resource clerk, Deerlodge RD, performance award

REASSIGNMENTS/TRANSFERS

BOWEN, PALMER, public affairs specialist, reassignment, Savannah River Forest Station

RESIGNATIONS

BALLANTYN, LARRY, forestry technician from Butte RD
 EVENS, PATRICE, computer assistant from SO
 JACKMAN, JULIE, student trainee, social science from Butte RD
 WEAVER, KEVIN, student trainee, forestry from Butte RD

GALLATIN NATIONAL FOREST

AWARDS & PROMOTIONS

ARMSTRONG, JIM, civil engineering technician, SO, cash award
 BENNET, KURT, civil engineering technician, SO, cash award
 BLASIG, PAULETTE, resource clerk, Bozeman RD, cash award
 KOTKA, KARLA, resource clerk, Bozeman RD, cash award
 MARCHWICH, DONNA, business management clerk, Bozeman RD, cash award
 MCCLURE, JANET, information receptionist, Bozeman RD, cash award
 NELSON, KAREN, support service specialist, Livingston RD, QSI
 RATH, DICK, zone fire management officer, Livingston RD, QSI
 STOWELL, LINDA, business management clerk, Bozeman RD, cash award

NEW EMPLOYEES

LAUGHLIN, SCOTT, information receptionist, SO

HELENA NATIONAL FOREST

AWARDS & PROMOTIONS

BRILES, CAROL, personnel officer, SO, QSI
 COLE, MAUREEN, personnel management assistant, SO, performance award
 COSTAIN, WILLIAM, wildlife biologist, Helena RD, QSI
 DRINVILLE, MAUREEN, information assistant, SO, QSI
 GUEST, JAMES, supervisory forester, SO, performance award
 MAINWARING, DANIEL, supervisory forester, Helena RD, performance award
 MCCANN, DAVID, forestry technician, Helena RD, promotion
 MEYER, GERALD, writer/editor, SO, QSI
 MILBURN, DEBORAH, purchasing agent, SO, spot award
 MOE, DUANE, criminal investigator, SO, QSI
 MOOTHART, LAVERNA, purchasing agent, SO, QSI
 PITTMAN, MARGARET, public affairs specialist, SO, QSI
 WELDON, GEORGE, forester administrator, Townsend RD, performance award
 WISDOM, JOYCE, personnel assistant, SO, performance award

RESIGNATIONS

WILEY, ARLENE, accounting technician, SO

IDAHO PANHANDLE NATIONAL FORESTS

AWARDS & PROMOTIONS

GARVEY, DAWNELLE, biological science technician, promotion, Coeur d'Alene Nursery
 KIMBALL, SHELLEY, biological science technician, promotion, Coeur d'Alene Nursery
 WALTZ, SUE, biological science technician, promotion, Coeur d'Alene Nursery
 WEBER, GARY, forestry technician, cash award, Priest Lake RD

LEWIS & CLARK NATIONAL FOREST

AWARDS & PROMOTIONS

DENNIS, CLAIRE, quality step increase, SO
 FEARS, DALE, cash award, SO
 HAGEN, ARLYSS, resource specialist, promotion, resource assistant, SO
 VERGITH, GEOFFREY, cash award, SO

LOLO NATIONAL FOREST

AWARDS & PROMOTIONS

BENTON, LINDA, computer specialist, SO, performance award
 BRYANT, RAY, forestry technician, SO, performance award & special act award
 CHASE, SHIRLEY, forestry technician, Superior RD, QSI
 CORTS, PATRICK, administrative officer, Superior RD, performance award
 DANIELS, ORVILLE, forest supervisor, Lolo NF, special act award from RO deCAPRILES, JACKIE, business management clerk, Plains RD, QSI & spot award
 DREISBACH, CHARLENE, support services supervisor, Plains RD, QSI
 DuVAL, JOHN, civil engineer, SO, QSI

Personnel Update

FLYNN, CAROLYN, personnel assistant, SO, QSI
 FORTENBERRY, ELLEN, supervisory resource service award
 FOX, WILLIAM, criminal investigator, SO, QSI
 HAAS, FREDRICK, forester, Plains RD, QSI
 MALONEY HOLLY, lead forestry tech, Missoula RD, QSI
 JOHNSON, RAYMOND, drill rig operator, SO, performance award
 MARTIN, THOMAS, supervisory forester, Superior RD, QSI
 McLEOD, MILO, archeologist, SO, performance award
 McMURRAY, CINDY, resource assistant, SO, QSI
 MONACO, ANGIE, personnel assistant, SO, QSI
 NINNEMAN, FRANCINE, personnel assistant, SO, spot award
 ORR, ERNIE, drill rig operator, SO, performance award
 PARTAKER, EVELYN, supervisory personnel assistant, SO, performance award
 PARTYKA, CHRIS, civil engineer technician, Plains RD, QSI
 PARTYKA, PATRICIA, supervisory forestry tech, Plains RD, QSI
 ROSQUIST, SKIP, hydrologist, SO, performance award
 SEITZ, RICHARD, program analyst, SO, 30-year service award
 SLAUGHTER, STEVE, forester, Ninemile RD, performance award
 SHIMADA, GERRY, supervisory computer specialist, SO, performance award
 STOEFFLER, LISA, supervisory forester, Ninemile RD, performance award
 WAGNER, BRIAN, forestry tech, SO, performance award

KOOTENAI NATIONAL FOREST

AWARDS & PROMOTIONS

CUMMINGS, CINDY, resource clerk, Three Rivers RD, QSI
 BAIN, JANE, personnel management specialist, SO, performance award
 BREDESON, GLENN, computer specialist, SO, promotion,
 CURTIS, GEORGE, fire management officer, Rexford RD, regional honor award
 GELDERMAN, RALPH, forester to forestry technician, Fortine Rd, promotion
 GHORMLEY, LORRI, personnel management specialist, SO, performance award
 HOLTHAUS, CONNIE, supply technician, SO, special act
 LANE, ALAN, forestry technician, Three Rivers RD, QSI
 LARSEN, GLENDA, duplicating equipment operator, SO, special act
 MEYER, LINDA, receptionist, SO, special act
 PETERSON, MARJORIE, personnel assistant, SO, performance award
 REBO, SANDRA, computer assistant, SO, special act
 RIGHTER, JOHN, district ranger, Three Rivers RD, regional honor award
 TANGEN, TERRIE, personnel assistant, SO, performance award
 THATCHER, JANE, supervisory computer specialist, SO, special act
 WINSLOW, CAMI, personnel management specialist, SO, performance award

REASSIGNMENTS/TRANSFERS

BARNES, MARILYN, resource clerk, reassignment.
 information receptionist, Libby RD
 GIBSON, GLENN, forestry technician, Libby RD, reassignment
 LUNDBERG, ERNIE, forestry technician, LIBBY RD, reassignment
 ORR, DARRELL, forestry technician, Libby RD, reassignment

REGIONAL OFFICE

AWARDS & PROMOTIONS

DOLSMAN, CARLA, office automation assistant, RFO, QSI
 RUSS, BETTY DEE, secretary, L&M, QSI
 MINO, OSWALDO, architect, ENG, cash award
 CROCKETT, BRUCE, architect, ENG, cash award
 KIPP, JANE, architect, ENG, cash award
 DAILEY, SUZETTE, program assistant, ENG, spot award
 CAIN, CARL, computer programmer, ENG, special act award
 BETSON, MARY ESTHER, office automation clerk, ENG, spot award
 ELLINGTON, JUDI, supervisory budget/accountant analyst, ENG, spot award
 SWANSON, GAIL, accounting technician, ENG, spot award
 KILROY, WILLIAM, mechanical engineering technician, MTDC, QSI
 HUEY, MICHAEL, mechanical engineering technician, MTDC, special act step award
 LASILLA, DONALD, mechanical engineering technician, MTDC, special award
 THISTLE, HAROLD, FPM project leader, MTDC, special act award

Retirement News

Planning staff officer **Joe Bednorz** retired January 3 from the Nez Perce National Forest after 32 years with the Forest Service. Joe began his professional career with the agency as a forester at the Priest Lake District of the Kaniksu National Forest. He then transferred to the Kingston District, Coeur d'Alene National Forest, as a timber management assistant. In 1970, he joined the Republic District, Colville National Forest, in Washington as a timber and fire management assistant. He came to Grangeville as district ranger of the Clearwater District in 1974. He assumed the job of planning staff officer at the Nez Perce Supervisor's Office in 1985.

Joe and wife Barbara, both from Sioux Falls, South Dakota, hope to travel and tour the U.S., starting with a trip to Alaska in June. Other interests for Joe include building and operating live steam locomotive models, touring railroad museums, riding steam excursion trains, gourmet dining, cooking and trying new recipes.

William R. Carr, R-I Regional timber valuation and measurement specialist, retired January 7, completing 30 years with the Forest Service. Originally from Niagara Falls, New York, Bill accepted his first permanent position with the Forest Service in 1964 with the Lochsa Ranger District, Clearwater National Forest. From 1965-67, he worked for the Clearwater's Canyon Ranger District, after which he was promoted and assigned to the Boulder Ranger District, Deerlodge National Forest. In 1970, Carr received another promotion and transfer to the R-I Regional Office in the Division of Timber, Cooperative Forestry and Pest Management.

In 1992, Carr received the Regional Forester's Honor Award, and, the following year, received the USDA Distinguished Service Award for technological advances in his field (see article on page 1).

The parents of four grown children, Bill and his wife will continue to live in Missoula. They plan to establish a timber inventory and appraisal consulting business, in addition to expanding their current personal care products marketing and networking business.

Al Hinman, contract specialist with the Regional Office, retired January 7. Al's Forest Service career began in 1965 as a temporary at the Bonita Ranger District, Lolo National Forest. After graduation from college, he was converted to a permanent employee as a business management trainee with the Flathead National Forest. He then held positions as a contracting officer in the Regional Office, Kootenai National Forest, Deerlodge National Forest, and Gallatin National Forest. In 1975, Al accepted the position first of property management officer with the Regional Office, later of contracting officer.

Al and his wife Hazel will continue to live in Missoula. They have three grown children and a grandson. As to how he enjoys spending his time, Al states, "My passions are downhill skiing and country music; in between I fish and travel. Of course there's my three-month old grandson. He's my greatest passion."

Ronald L. Russell, R-I regional hydrologist, retired in December after 33 years of Federal service. A native of Illinois, Ron first worked for the Forest Service in 1964 as forest hydrologist for the Huron-Mainstee National Forest, Cadillac, Michigan. In 1966, he was promoted to forest hydrologist for the White Mountain National Forest in New Hampshire.

After serving four years as regional hydrologist for the Forest Service's Rocky Mountain Region, Ron was named R-I regional hydrologist and unit leader for air, weather, water rights, appeals/litigation and technical hydrology.

Ron and his wife, who have two grown children, will continue to make their home in Missoula. Ron plans to do part-time consulting work with Water Management of North Idaho.

Other Retirements

SMITH BRUNER, forestry technician, Plains RD, Lolo NF
 PETE D'ALMEIDA, supervisory social services assistant, Trapper Creek CCC, Bitterroot NF
 BEN, ESCHENBACHER, guidance counselor, Trapper Creek JCC, Bitterroot NF
 CARL FAGER, forester, Custer NF
 DONALD FARRELL, civil engineering technician, Helena NF
 GERALD FINMAN, supervisory forestry technician (FMO), West Fork RD, Bitterroot NF
 DELORES HEINEN, purchasing agent, Lewis & Clark NF
 BOB MCKEE, forestry technician, (FMO), Darby RD, Bitterroot NF
 BILL MILLER, forestry technician, (IH Crew supervisor), Darby RD, Bitterroot NF
 WALLACE OWENS, civil engineering technician, Kings Hill RD, Lewis & Clark NF
 RAYMOND R. RIZOR, forestry technician (FMO), Ashland RD, Custer NF
 CHUCK TROXEL, forester (recreation), Bitterroot NF

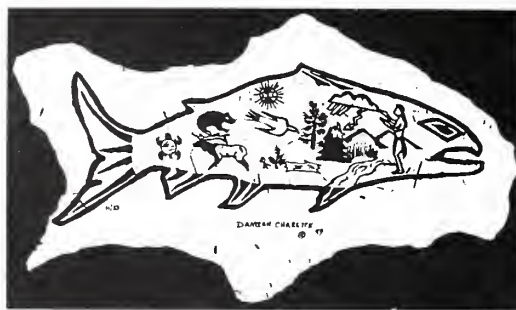
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Ecosystem Management Participants Receive Awards



On Friday, December 17, a group of 21 Region One employees were recognized for the role they played in developing an Ecosystem Management approach and action plan for the Northern Region and for participating in awareness efforts. Those pictured above receiving an award include: (L to R, first row) Mark Jensen, Chris Risbrudt, Ron Haag, Doug Glevanik; (second row) Martin Prather, Fred Samson, Cynthia Manning, Jim Byler, Bill Boettcher, Jim Morrison, Barry Bollenbacher and Wendel Hann.

Also receiving awards but not present were Bob Naumann, Sue Hagle, Jack Losensky, Dick Roullier, Madelyn Kempf, Troy Kurth, Margie Ewing, Larry Blocker, and Jim Chew.



The artwork above, created by Crow-Chippewa artist Damian Charette, was framed and presented to each EM plan participant

When I was asked to make an image dealing with the ecosystem, I had a hard time. My scientific background in the area is very limited. "Ecosystem" is such a broad term, meaning community and its environment working together as one. What I did was to go to what I know about life, and what I was told by my grandfather—how we as humans have our place among nature.

The Indian or man is standing with his arms up in prayer to help protect all that the great ones have created. The storm brings death, as well as life, and helps maintain a balance. The elk is pictured to represent the hooved animals which sometimes provide food for the bear. The turtle, an animal found in much of my work, is a symbol of long life and wisdom; with this image, I hope the longer we keep the ecosystem safe, the more knowledge we will gain.

The main frame of the image is in the shape of a fish, because I feel that no matter what we do in the ecosystem, sooner or later it will have an effect on the water and the creatures that live in it. So long as we take care of the area around the water, then everything will continue to live and survive as one.

*Damian Charette
December 1993*

The Northern Region News

USDA Forest Service
P.O. Box 7669
Missoula, MT 59807

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USDA Forest Service
Permit No. G-40

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